



Teacher Compensation in Texas Public Schools

TEACHER SUMMARY REPORT
2016–17

Teacher Salary Survey Highlights

- **1,023** Texas public school districts received the questionnaire.
- **560** districts responded, representing 55 percent of districts in Texas. The participation rate among districts with 3,000 or more students was 88 percent.
- **87** percent (308,039) of the estimated total population of teachers in Texas public schools are represented in the survey. Seventy-six percent of these teachers (233,917) work in large school districts with 10,000 or more students.
- Survey data is effective September 2016.

2016–17 TASB Teacher Salary Survey Summary

Average Teacher Salaries

The median teacher average salary in responding districts is \$47,283 for 2016–17, up 1.8 percent from the 2015–16. The change in average teacher salary can be affected by teacher turnover. Median average salaries varied by enrollment range: from \$42,859 in districts with fewer than 500 students to \$55,948 in districts with 50,000 or more students. By ESC region, salaries ranged from \$41,051 in Region 14 to \$55,558 in Region 4.

Exhibit 1. Median Teacher Average Salaries

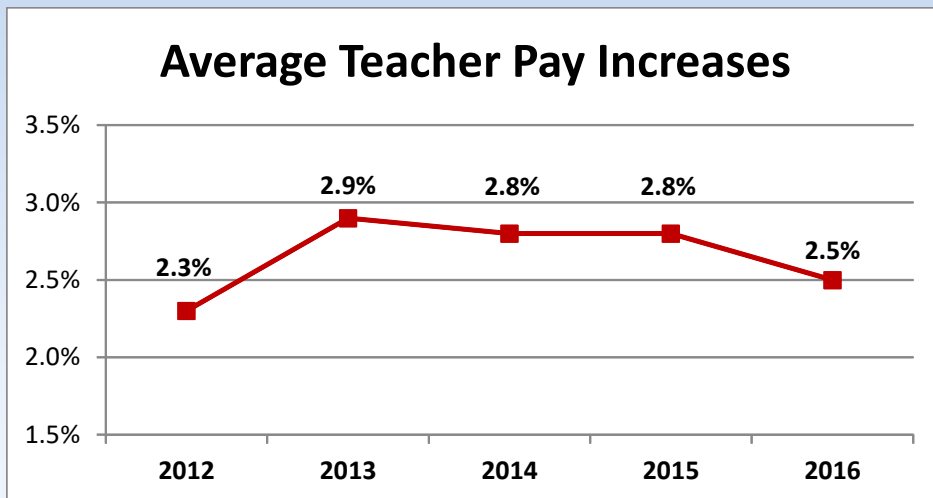
	Number of Respondents	Number of Teachers	Percent of Teachers in Survey	Median District Salary
All Respondents	560	308,039	100.0%	\$47,283
By Enrollment				
1 to 499	90	2,301	0.7%	\$42,859
500 to 999	86	5,267	1.7%	44,371
1,000 to 1,599	72	6,823	2.2%	45,672
1,600 to 2,999	83	12,863	4.2%	46,960
3,000 to 4,999	59	15,792	5.1%	48,292
5,000 to 9,999	66	31,076	10.1%	51,125
10,000 to 24,999	56	60,417	19.6%	53,323
25,000 to 49,999	28	68,321	22.2%	54,439
50,000 and over	20	105,179	34.1%	55,948
By ESC Region				
1 Edinburg	27	24,092	7.8%	\$50,773
2 Corpus Christi	24	5,379	1.7%	48,583
3 Victoria	22	3,040	1.0%	46,331
4 Houston	45	73,039	23.7%	55,558
5 Beaumont	18	3,875	1.3%	45,123
6 Huntsville	30	11,440	3.7%	46,323
7 Kilgore	34	6,408	2.1%	42,985
8 Mount Pleasant	25	3,859	1.3%	42,608
9 Wichita Falls	14	2,158	0.7%	43,188
10 Richardson	54	48,085	15.6%	49,930
11 Fort Worth	40	34,594	11.2%	53,485
12 Waco	35	9,271	3.0%	46,192
13 Austin	42	24,635	8.0%	49,084
14 Abilene	12	2,314	0.8%	41,051
15 San Angelo	17	2,585	0.8%	43,417
16 Amarillo	31	5,264	1.7%	44,200
17 Lubbock	20	4,223	1.4%	43,736
18 Midland	17	4,766	1.5%	48,425
19 El Paso	12	11,335	3.7%	51,128
20 San Antonio	41	27,677	9.0%	51,025

Pay Increases

Pay raise budgets for teachers dipped slightly compared to 2015–16 levels. Districts provided returning teachers an average pay increase of 2.5 percent. Nonteaching professional employees saw similar pay increases. Average pay increases were 2.6 and 2.5 percent respectively for administrators and professional support employees.

Clerical/paraprofessional support and auxiliary employee groups received pay increases of 2.7 percent and 2.8 percent, respectively. Approximately 11 percent of districts froze salaries for all employees in 2016–17.

Exhibit 2. Teacher Pay Increase Trends



Teacher Starting Pay

The median starting salary for a new teacher is \$40,017, up 5.3 percent from last year. This year’s median starting salary is nearly 43 percent higher than the state minimum starting salary of \$28,080. In districts with 10,000 or more students, the median starting salary is \$50,000.

Fifty-four percent of districts (300) have an entry-level salary of \$40,000 or greater. These districts employ 92 percent of teachers among the respondents. The highest reported entry salary is \$54,500. Eight districts, employing 246 total teachers, reported paying teachers the state minimum as determined in the State Minimum Salary Schedule.

Exhibit 3. Median Teacher Hiring Schedules*

	0 Years	5 Years	10 Years	15 Years	20 Years	Highest Salary
All Respondents	\$40,017	\$42,290	\$45,058	\$48,644	\$52,200	\$56,010
Percent change from 2015–16	5.3%	3.9%	2.3%	2.1%	1.7%	0.6%
<i>State Minimum Hiring Schedule</i>	<i>\$28,080</i>	<i>\$32,440</i>	<i>\$38,080</i>	<i>\$42,310</i>	<i>\$45,510</i>	<i>\$45,510</i>
<i>Percent Above State Minimum</i>	<i>42.5%</i>	<i>30.4%</i>	<i>18.3%</i>	<i>15.0%</i>	<i>14.7%</i>	<i>23.1%</i>

* 10-month contract with no stipends.

Teacher Stipends and Incentives

Shortage Stipends

Eighty-one percent of respondents (456 districts) pay shortage stipends to teachers in at least one shortage area, up slightly from last year. Most districts with 3,000 or more students (91 percent) pay critical shortage stipends in at least one area.

Mathematics is the most frequently reported stipend paid, with more than half of responding districts (56 percent) paying the stipend. The median math stipend is \$2,500, unchanged compared to 2015–16. The median science stipend is \$2,500, a \$300 increase compared to last year (\$2,200). While math and science stipends are the most frequently paid, bilingual education stipends are the highest value. The median bilingual stipend is \$3,000, unchanged from last year.

Compared to last year, the percent of respondents that pay a math or science stipend increased by 1.4 percentage points and 2.3 percentage points, respectively; the percentage that pay a bilingual education stipend increased by 3 percentage points.

Exhibit 4. Shortage Stipends by Subject Area

	Districts Responding	Districts Paying Stipend	Percent of Respondents	Median Stipend
Mathematics	560	311	55.5%	\$2,500
Science	560	293	52.3%	\$2,500
Bilingual Education	560	274	48.9%	\$3,000
Special Education (Self-Contained)	560	244	43.6%	\$2,000
English as a Second Language	560	215	38.4%	\$1,000
Special Education (General)	560	169	30.2%	\$1,500
Foreign Language	560	143	25.5%	\$2,000

Teacher Stipends and Incentives

Master’s Degrees

Seventy-six percent of districts (425) pay more to teachers with master’s degrees, typically paid as a stipend. Of those districts, most (92 percent) pay extra for any type of master’s degree (e.g., educational administration, counselor). Eight percent (32) limit the incentive to only those teachers with a master’s degree in their assigned teaching field. Thirty-one districts pay for any type of master’s degree, but pay a larger stipend to teachers with advanced degrees in their subject area.

The median stipend paid for a master’s degree in any area of study is \$1,000, identical to last year. The median stipend paid for a master’s degree in an assigned teaching field is \$1,600, up \$50 from 2015–16.

Exhibit 5. Master’s Degree Stipends

	Districts Responding	Districts Paying Stipend	Percent of Respondents	Median Stipend
Master’s Degree Stipends - General *	560	393	70.2%	\$1,000
Master’s Degree Stipends - In Subject-Field *	560	63	11.3%	\$1,600

* Districts that pay different amounts for general and subject-area specific master’s degrees are included in both rows.

Leadership Roles

Districts also reported stipends paid for various campus leadership roles such as department chairs and mentor teachers. More than half of responding districts pay a stipend for High School Department Chair and Middle School Department Chair.

Exhibit 6. Campus Leadership Roles Stipends

	Districts Responding	Districts Paying Stipend	Percent of Respondents	Median Stipend
Department Chair/Grade Leader - High School	560	327	58.4%	\$1,200
Department Chair/Grade Leader - Middle School	560	293	52.3%	\$1,000
Department Chair/Grade Leader - Elementary	560	231	41.3%	\$750
Mentor Teacher	560	184	32.9%	\$500

Teacher Stipends and Incentives

Other Incentives

In 2016–17, 66 districts (12 percent) indicated that the district provides a signing bonus to teachers. The median reported signing bonus is \$2,750. Forty-nine of those districts (76 percent) noted that the signing bonus is restricted to critical shortage areas or high-needs campus assignments only. For those that restrict the signing bonus to critical shortage areas, the most commonly reported bonus is paid to math, science, and bilingual teachers.

Eighteen districts (3 percent) pay stipends to teachers for taking an assignment at a hard-to-staff campus. The median stipend is \$2,375. Campus assignment stipends range from \$500 to \$6,000.

Twenty-four districts reported paying a median stipend of \$1,765 to teachers with National Board Certification® from the National Board for Professional Teaching Standards (NBPTS).

Substitute Teacher Pay Rates

Exhibit 7. Median Substitute Teacher Pay Rates by ESC Region

	Number of Districts Responding	Median Substitute Daily Rates				
		Non-Degreed	Degreed	Degreed-Certified	Long-Term	
					Degreed	Degreed-Certified
All Respondents	560	\$65	\$75	\$80	\$90	\$110
By ESC Region						
1 Edinburg	27	\$70	\$90	\$110	\$100	\$115
2 Corpus Christi	24	68	73	88	85	125
3 Victoria	22	63	75	78	90	95
4 Houston	45	75	85	95	110	130
5 Beaumont	18	64	70	75	90	105
6 Huntsville	30	65	80	85	100	110
7 Kilgore	34	65	70	75	83	103
8 Mount Pleasant	25	60	65	70	75	100
9 Wichita Falls	14	62	68	70	88	95
10 Richardson	54	68	80	85	100	113
11 Fort Worth	40	70	80	85	100	108
12 Waco	35	60	70	75	85	95
13 Austin	42	75	80	85	90	105
14 Abilene	12	65	75	75	85	100
15 San Angelo	17	60	63	70	75	100
16 Amarillo	31	65	70	75	78	90
17 Lubbock	20	65	70	75	85	100
18 Midland	17	70	85	85	110	125
19 El Paso	12	63	80	80	85	110
20 San Antonio	41	70	75	85	93	115

Description of Survey

The survey is a compilation of salary information for classroom teachers collected by TASB HR Services during the fall of the 2016–17 school year. The survey questionnaire was sent to 1,023 Texas public school districts as part of the annual salary survey. Survey data collected covers teacher salaries, hiring schedules, degree stipends, shortage stipends, substitute teacher pay rates, and teacher pay increases. The data in this report are provided to help districts recruit, retain, and reward teachers through the development of competitive compensation plans.

Survey Methodology

Standard statistical and mathematical calculations were used in compiling and analyzing the data. Survey results are presented by enrollment group and by ESC region. Not all respondents answered every question in the survey. Therefore, table totals may not equal total respondents.

The median value was first introduced into the report in 2015–16. The median is the middle value of an ordered list of numbers. This means that an equal number of reported amounts are above the value as are below the value.